Business Plan 2008-2011

Equality, Equity and

Inclusion for Women

Provincial Advisory Council on the Status of Women

15 Hallett Crescent, Suite 103
St. John's, NL A1B 4C4

Phone: 709-753-7270
Toll-free: 877-753-7270
Fax: 709-753-2606
email: ..... *info@pacsw.ca*
web: ..... *www.pacsw.ca*

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
NEWFOUNDLAND & LABRADOR

PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
NEWFOUNDLAND & LABRADOR

15 Hallett Crescent, Suite 103
St. John's, NL A1B 4C4
Phone: 709-753-7270
Toll-free: 877-753-7270
Fax: 709-753-2606
email: info@pacsw.ca
web: www.pacsw.ca

MESSAGE from the President/CEO

April 1, 2008

On behalf of the members of the Provincial Advisory Council on the Status of Women, I am pleased to submit our Business Plan for 2008-2011.

This Business Plan was prepared in accordance with the *Transparency and Accountability Act* provisions for a Category 2 Government entity. As such, our plan focuses on the processes necessary to advance the equality of women in Newfoundland and Labrador. It reflects the development of our three-year planning cycle beginning in 2008.

The progress and achievements of this plan will be provided in each Annual Report, including an explanation of any variances which might occur during the year.

In preparing this plan, careful consideration was given to the strategic directions identified by the Minister Responsible for the Status of Women in Appendix A.

As President/CEO, my signature indicates that this plan was developed by the members of the Advisory Council and that we are accountable for achieving the identified goals and objectives.

Leslie MacLeod

Leslie MacLeod, President/CEO
Provincial Advisory Council on the Status of Women - NL

Table of Contents

MESSAGE from the President/CEO i

Table of Contents ii

1.0 Overview 1

2.0 Mandate 2

3.0 Lines of Business 3

3.1 Advising Government on Issues Affecting the Status of Women 3
3.2 Outreach and Consultation 3
3.3 Public Education and Awareness 4

4.0 Values 4

5.0 Primary Clients and Related Expectations 5

6.0 Vision 6

7.0 Mission Statement 6

8.0 Governance Issues 7

8.1 Issue 1: Advancing Justice for Women 7
8.2 Issue 2: Representation on Key Government Strategies 9
8.3 Issue 3: Advancing Women's Equality in Priority Areas 10
8.4 Issue 4: Public Awareness 12

APPENDIX A: Strategic Directions I

Strategic Direction 1: Violence Prevention I
Strategic Direction 2: Women in Leadership and Decision Making II
Strategic Direction 3: Skilled Trades II
Strategic Direction 4: Women's Earned Income and Employment II
Strategic Direction 5: Women's Economic and Social Equality III

APPENDIX B: Advisory Council Member Biographies 12

1.0 Overview

The Provincial Advisory Council on the Status of Women was established in 1980 by the Government of the day and received legislative standing with the introduction of the *Status of Women Advisory Council Act*. It was created to advise Government on issues affecting the status of women as well as to raise awareness of women's issues within the general public. The Women's Policy Office is responsible for the *Status of Women Advisory Council Act*.

The eleven-member Advisory Council is appointed for three-year terms by the Lieutenant-Governor in Council. Appointments reflect the regional representation of women with diverse backgrounds and members are eligible for re-appointment. The Advisory Council is an arms-length, external agency which reports to the Minister Responsible for the Status of Women.

Current members were appointed for a three-year term in March, 2006, which will end in March, 2009. There is provision in the governing act for members to be re-appointed.

Members of the Advisory Council for 2008-2009 include:

Leslie MacLeod, President/CEO
Phyllis Artiss, Vice-President
Mary Pia Benuen, Sheshatshiu
Annie Evans, Makkovik*
Jackie Jenkins, Grand Falls-Windsor
Yamuna Kutty, St. John's
Carolyn Lavers, Port au Choix
Vanessa MacArthur, Port aux Basques
Michelle Murdoch, St. John's
Phyllis Seymour, Little Bay Islands
Hilda Whelan, Whitbourne

**Annie Evans was appointed in June, 2007 as a replacement representative for the 2006-2009 term.*

Please see **Appendix B** for biographical information.

The President/CEO position is salaried and filled through an open competition and subsequent appointment. Council members other than the President/CEO are selected and appointed through an open nomination process. Criteria for selection include demonstrated leadership in working to advance the status of women and the ability to work on women's equality issues from a community, regional or provincial perspective.

The Advisory Council works closely with the Women's Policy Office, a branch of Executive Council. The mandate of the Women's Policy Office is to:

a) *develop and expedite Government policies and programs to enhance the social and economic status of women in the province and ensure that these are communicated to the public;*

b) *ensure that the impact on women of all legislation, policies and programs is brought to the attention of the Minister Responsible for the Status of Women, Cabinet, Cabinet Committees and departments;*

c) *monitor and review programs and other activities of government departments to ensure compliance and conformity with the government policy of improving the status of women;*

d) *liaise with provincial government departments and agencies, other governments and advisory councils and women's organizations on all issues affecting women.*

The Advisory Council also works with women, women's groups and other equality-seeking organizations which share an agenda to advance women's equality.

All staff positions within the Advisory Council are currently filled by women. Four full-time staff conduct the day to day work: President/CEO, Policy Analyst, Communications Director and Office Manager. The office is located in St. John's, Newfoundland and Labrador.

The Advisory Council is funded by the Provincial Government and operated with an annual budget of $392,200 during 2007-2008. During that year, the Advisory Council also sold its building and used the proceeds to cover the costs of moving to leased space and upgrading the infrastructure of the organization.

2.0 Mandate

The mandate of the Provincial Advisory Council on the Status of Women is derived from Section 3 of the *Status of Women Advisory Council Act*, which states that the Advisory Council shall:

a) *Advise the minister on those matters relating to the status of women that the minister refers to the advisory council for consideration;*

b) *Advise the minister on those matters relating to the status of women that the advisory council feels appropriate;*

c) *Bring before the government and the public matters of interest and concern to women; and*

d) *Establish the general policies that will government the organization, administration and operation of the advisory council.*

3.0 Lines of Business

Lines of business are defined as those discrete and coherent sets of programs, services and/or products that represent what the Advisory Council provides to its external clients.

In keeping with the Advisory Council's legislated mandate, the following lines of business have been identified: (1) advising Government on issues affecting the status of women; (2) outreach and consultation; and (3) public education and awareness.

3.1 Advising Government on Issues Affecting the Status of Women

The Advisory Council provides advice as requested by the Minister and other Government departments and agencies. On an ongoing basis, the Advisory Council is asked for recommendations on changes to, or the creation of, legislation, policies and practices affecting the status of women in Newfoundland and Labrador.

The work of the Advisory Council is centred on improving Government policies, programs, practices, services, legislation and budget allocations as a means to advance the equality of women in Newfoundland and Labrador. The Advisory Council also brings emerging issues and concerns to Government. It works with individual women, women's groups, and the Women's Policy Office to identify the issues and develop an analysis of problems and solutions.

While the Advisory Council is not the direct agent of change, council members provide advice and direction to Government and advocate for systemic changes. Advice is generally provided through position papers, briefs and written recommendations. The Advisory Council identifies processes to move existing policy forward or to deal with gaps. It also engages in issue analysis, research and consultation. In addition, the Advisory Council participates on a variety of committees and working groups which provide information and recommendations related to advancing the status of women.

3.2 Outreach and Consultation

The Advisory Council provides outreach to equality-seeking organizations and to Government by responding to requests for workshops, presentations and speeches on women's experiences, feminist analysis and gender inclusive analysis, insofar as resources permit.

When working on specific issues, the Advisory Council reaches out to stakeholders, clients and others for information and collaboration. It actively engages in networking and consultation with women's groups throughout the Province, as resources allow and as indicated by the strategic priorities.

Much of the Advisory Council's outreach work is done using communications tools such as email, phone, listserv and conference calls. As resources permit, the Advisory Council hosts and participates in roundtable meetings; brings groups together to facilitate information exchanges; and participates in local, regional and national meetings and conferences. The Advisory Council also engages in outreach with women's equality-seeking groups through participation on boards and advisory committees, such as Women Interested in Successful Employment and the Women in Resource Development Committee.

3.3 Public Education and Awareness

The Advisory Council's third line of business is focused on providing public education and awareness on issues related to women's social, legal, economic, political and cultural equality.

The Advisory Council uses the media to provide information on the status of women, both proactively and reactively. This enables the Advisory Council to provide public feminist reaction and analysis on issues both negatively and positively affecting women's equality and inclusion.

As resources permit, the Advisory Council creates and/or circulates information, briefs, reports and other documents related to the status of women.

4.0 Values

The values expressed in this plan reflect the governing values for the operation of the Advisory Council and the conduct of its staff and council members.

As an equality-seeking organization, the Advisory Council works from a feminist perspective to advocate for women's full and equal participation in all aspects of society. As the Advisory Council responds to the equality concerns of women in Newfoundland and Labrador, it works to include feminist values in all its processes, activities and initiatives.

Commitment Each individual applies feminist principles when asserting equality and challenging inequality, thereby affecting social change.

Responsiveness	Each individual responds to requests in a time-efficient manner, meeting the changing needs of the women's community as issues emerge.
Inclusiveness	Each individual works to ensure that all opinions and knowledge are considered so that the strength that exists in the collective voice of women is sustained and enriched by the diversity of women's perspectives.
Learning	Each individual continues to educate herself about women's inequality as a means of fulfilling her responsibility as a feminist leader.
Safety	Each individual contributes to the creation of a respectful environment that ensures women have a safe place to speak openly about inequities.
Celebration	Each individual acknowledges both the challenges and the joys of working with and for women and celebrates our collective achievements.

5.0 Primary Clients and Related Expectations

For the purpose of this plan, primary clients are defined as any person, group or organization served by or utilizing the programs, services and/or products offered by the Provincial Advisory Council on the Status of Women.

Within this context, the primary clients of the Advisory Council include: the Minister Responsible for the Status of Women, Women's Policy Office, other Government departments and agencies, equality-seeking women's organizations and individuals within the general public seeking information or advocacy on issues related to the advancement of women.

The mandate and goals of the Advisory Council are achieved by working in partnership with the identified primary clients.

The Advisory Council is actively involved in Government initiatives and strategies such as the Justice Minister's Committee on Violence Against Women, the Family Violence Protection Act Evaluation Committee, the 2006-2012 Violence Prevention Initiative and the Poverty Reduction Strategy.

In order to develop sound advice and recommendations, the Advisory Council works in collaboration with other women's organizations who share its mandate to advance

women's equality, including: Status of Women Councils/Women's Centres, Transition Houses and Shelters, Transition House Association of Newfoundland and Labrador, Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre, Multi-Cultural Women's Organization of Newfoundland and Labrador, Regional Coordinating Committees against Violence, Women in Resource Development Committee, Women's Committee of the Newfoundland and Labrador Federation of Labour, Women Interested in Successful Employment and and the Coalition of Provincial & Territorial Advisory Councils on the Status of Women.

In addition to our primary clients, from time to time the Advisory Council works with other coalitions, working groups and other equality-seeking organizations to advance the status of women.

6.0 Vision

The vision of the Provincial Advisory Council on the Status of Women is equality, equity and inclusion for women in Newfoundland and Labrador.

7.0 Mission Statement

The mission statement identifies the priority focus area of the Advisory Council for 2008-2011. It contains the measures and indicators that will assist both the Council and the public in monitoring and evaluating progress during the 2008-2011 planning cycle.

The mission statement also represents the Advisory Council's work to move forward on the strategic priority areas identified by the Minister Responsible for the Status of Women and complements the work of its internal government counterpart, the Women's Policy Office.

Mission: By March 31, 2011, the Provincial Advisory Council on the Status of Women will have enhanced its representation in priority areas related to advancing the status of women.

Measure: Enhanced representation in priority areas relating to advancing the status of women

Indicators:

- Increased representation in the strategic priorities of Government, including, but not limited to:
- The Poverty Reduction Strategy
- The Violence Prevention Initiative
- Strengthened communications link with Government
- Improved representation of the diversity of women's experiences in communication tools
- Strengthened processes used to identify and bring forward emerging issues from the women's community
- Implementation of a strategic approach to focus public awareness activities

8.0 Governance Issues

In consideration of Government's strategic directions, and the mandate and resources of the Provincial Advisory Council on the Status of Women, the following priority areas have been identified by the council members.

8.1 Issue 1: Advancing Justice for Women

Women's legal, economic and social equality are profoundly affected by the design and delivery of justice services, including matters of family law, the prevention of family violence and correctional services. In keeping with its mandate to advise the Minister Responsible for the Status of Women, Government and the public on issues affecting the status of women, during 2009-2011, the Advisory Council has identified key justice issues related to advancing the status of women.

Additionally, between 1997 and 2006, hundreds of women were affected by serious errors in the breast cancer hormone receptor testing system of Eastern Health. These errors resulted in inaccurate diagnosis and treatment. The problem was compounded by the actions and inactions of the health care system. In 2007,

Government created the Commission of Inquiry into Hormone Receptor Testing with a mandate to inquire into and report on these problems. This is an important justice issue for the women who have been affected and the families of those who have died.

These priority issues are directly in keeping with the strategic directions of the Minister Responsible for the Status of Women and will help inform effective public policy.

Goal 1: By 2011, the Provincial Advisory Council on the Status of Women will have conducted analysis and provided advice and/or recommendations to Government to further women's equality within key areas of the justice system.

Measure: Provision of advice and recommendations in key areas

Indicators: Advice and recommendations pertaining to:

- Commission of Inquiry on Hormone Receptor Testing
- Justice services for women

Objective 1: ***Indicators:*** By March 31, 2009, Provincial Advisory Council on the Status of Women will have provided advice and/or recommendations related to the Commission of Inquiry on Hormone Receptor Testing and the provision of Family Justice Services.

Measure: Provision of advice and/or recommendations

Indicators: Advice and recommendations submitted to Government pertaining to:

- Commission of Inquiry on Hormone Receptor Testing
- Provision of Family Justice Services

Objective 2: By March 31, 2010, the Provincial Advisory Council on the Status of Women will have gathered information and developed advice and/or recommendations in key areas related to justice services for women, including but not limited to, family violence courts and correctional services.

Objective 3: By March 31, 2011, the Provincial Advisory Council on the Status of Women will have provided further advice and/or recommendations for areas identified in Objective 2.

8.2 Issue 2: Representation on Key Government Strategies

In keeping with its mandate to advise the Minster Responsible for the Status of Women and Government on issues affecting the status of women, council members have identified contributions to ongoing strategic priorities and, in particular those involved with the Violence Prevention Initiative and the Poverty Reduction Strategy, as strategic issues.

Poverty and violence are two of the most difficult and prevalent issues faced by women in our province. Government's Violence Prevention Initiative and Poverty Reduction Strategy provide ongoing opportunities to shape public policy in ways that will advance women's equality. Throughout this three-year planning cycle, the Advisory Council will develop advice and/or recommendations based on the analysis of women's diverse needs in the province and provide this to the Minister Responsible for the Status of Women and departments involved with these ongoing Government strategies.

These priority issues will contribute to the strategic directions of the Minister Responsible for the Status of Women related to reducing violence and increasing women's economic equality.

Goal 2: By March 31, 2011, The Provincial Advisory Council on the Status of Women will have provided ongoing advice and/or recommendations on key Government strategies, including but not limited to the Violence Prevention Strategy and the Poverty Reduction Strategy.

Measure: Provision of advice and/or recommendations related to ongoing key Government strategies

Indicators: Advice and recommendations to Government pertaining to:

- Prevention of violence against women
- Reducing women's poverty

Objective 1: By March 31, 2009, the Provincial Advisory Council on the Status of Women will have provided advice and/or recommendations related to the prevention of violence against women and the Poverty Reduction Strategy.

Measure: Provision of advice and or/recommendations

Indicators: Advice and/or recommendations provided to Government pertaining to:

- Prevention of violence against women
- Reducing women's poverty

Objective 2: By 2010, the Provincial Advisory Council on the Status of Women will have gathered additional information and conducted analysis to further its advice and/or recommendations related to the prevention of violence against women and the Poverty Reduction Strategy.

Objective 3: By 2011, the Provincial Advisory Council on the Status of Women will have furthered its advice and/or recommendations related to the prevention of violence against women and the Poverty Reduction Strategy.

8.3 Issue 3: Advancing Women's Equality in Priority Areas

In keeping with its mandate to bring before Government and the public issues affecting the status of women, the Advisory Council has identified barriers to women's employment in non-traditional work settings and increasing women's representation in elected office and decision-making positions as strategic issues.

Women are entering the fields of skilled trades and technology in greater numbers and employment opportunities are opening in a variety of non-traditional work settings such as work camps. However, women will continue to have difficulty taking advantage of these well-paying employment opportunities unless they have access to supports for their families, such as child care.

Women are still not equally represented in elected positions or decision-making positions. Strategies need to be developed and implemented to remove barriers to women's participation and advancement.

These priority issues are in keeping with the strategic directions set forth by the Minister Responsible for the Status of Women. The advice and/or recommendations developed by the Advisory Council will contribute to advancing women's economic and social equality.

Goal 3: By 2011, the Provincial Advisory Council on the Status of Women will have provided advice and/or recommendations related to advancing women's equality, including but not limited to the provision of family supports for women working in non-traditional settings and addressing barriers to women's representation in elected positions and decision-making positions.

Measure: Provision of advice and/or recommendations.

Indicators: Advice and/or recommendations provided to Government related to:

- Family supports for women working in non-traditional settings
- Women in elected office and decision-making positions

Objective 1: By 2009, the Provincial Advisory Council on the Status of Women will have initiated information gathering related to the range of family supports possible for women working in non-traditional settings, as well as strategies to increase women's representation in elected office and decision-making positions.

Measure: Information gathered

Indicators: Information on:

- Approaches for the provision of family supports for women working in non-traditional settings
- Strategies to increase women's representation in elected office and decision-making positions

Objective 2: By 2010, the Provincial Advisory Council on the Status of Women will have provided advice and/or recommendations related to key areas identified in Objective 1 and emerging priority issues as identified by the Council.

Objective 3: By 2011, the Provincial Advisory Council on the Status of Women will have furthered its recommendations in the key areas identified in Objective 1 and emerging priority issues as identified by the Council.

8.4 Issue 4: Public Awareness

In keeping with its mandate to bring issues affecting the status of women to Government and the public, the Advisory Council has identified the strategic issue of public awareness.

By implementing a strategic approach to its public awareness activities, the Advisory Council will effectively contribute to the strategic directions of the Minister Responsible for the Status of Women by bringing attention to the roots of women's inequality and the importance of effective public policies which advance the status of women.

Goal 4: By 2011, the Provincial Advisory Council on the Status of Women will have developed focused public awareness strategies in response to strategic priority issues related to the advancement of the status of women.

Measure: Developed focused public awareness strategies

Indicators:
- Communications Committee
- Strategic Communications Plan
- Evaluation

Objective 1: By 2009, the Provincial Advisory Council on the Status of Women will have implemented a strategic approach to publicly respond to priority areas related to the advancement of the status of women.

Measure: Finalized and implemented a communications strategy

Indicators:
- Communications Committee
- Strategic Communications Plan

Objective 2: By 2010, the Provincial Advisory Council on the Status of Women will have evaluated its strategic approach to publicly respond to priority areas related to the advancement of the status of women.

Objective 3: By 2011, the Provincial Advisory Council on the Status of Women will have furthered its strategic approach to publicly responding to priority areas related to the advancement of the status of women.

APPENDICES

APPENDIX A: Provincial Government Strategic Directions

Strategic directions are the articulation of desired physical, social or economic outcomes and normally require action by more than one Government entity. These directions are normally communicated by Government through platform documents, Throne and Budget Speeches, policy documents and other communiqués. The *Transparency and Accountability Act* requires all public bodies, such as the Provincial Advisory Council on the Status of Women, to take into account these strategic directions in the preparation of their performance-based plans. This will facilitate the integration of planning practices across Government and ensure that all entities are moving forward on key commitments.

Current Government directions related to advancing the status of women are Violence Prevention, Women in Leadership and Decision Making, Skilled Trades, Women's Earned Income and Employment, and Women's Economic and Social Equality. Each strategic direction has an outcome and a number of components or focus areas.

The overall mandate of the Advisory Council is to advise Government on all issues affecting the status of women. As such, it is anticipated the Advisory Council will address the components of the following broad Government strategic directions through the day-to-day work and planning processes in 2008-2011.

Strategic Direction 1: Violence Prevention

Strategic Direction: Reduce violence.

This outcome supports the policy direction of Government. It requires systemic intervention to:

- curb violence affecting Aboriginal women
- continue to implement the Violence Prevention Initiative six-year plan, with its strategic priorities of:
- increasing awareness and attitudinal change;
- increasing community participation;
- improving legislation, policy, programs, services, information and facilities;
- supporting Aboriginal women and children and addressing elder abuse;
- enhancing research and development;
- improving leadership, coordination and accountability

Strategic Direction 2: Women in Leadership and Decision Making

Strategic Direction: Increase women's participation in leadership and decision making positions.

This outcome supports the policy direction of Government. It requires systemic intervention to:

- promote and support women in standing for elected office
- identify and address barriers to representation by women in elected positions
- develop and implement a communication strategy to encourage women's participation in leadership and decision making positions

Strategic Direction 3: Skilled Trades

Strategic Direction: A qualified and skilled workforce meets the province's skilled labour demands.

This outcome supports the policy direction of Government. It requires systemic intervention in the areas of:

- Recommendations of the Skills Task Force
- Post-secondary programs
- Women's participation
- Apprenticeship opportunities
- Youth participation

Strategic Direction 4: Women's Earned Income and Employment

Strategic Direction: Reduce the gender wage gap.

This outcome supports the policy direction of Government. It requires systemic intervention to:

- develop and implement a communications strategy to promote women in occupational areas including entrepreneurship where they are currently under-represented;
- continue to work collaboratively to increase the participation of women in skilled trades and professions in Newfoundland and Labrador

Strategic Direction 5: Women's Economic and Social Equality

Strategic Direction: Improve government's knowledge and analysis of policy impacts on women.

This outcome supports the policy direction of Government. It requires systemic intervention to:

- develop strategies to enhance individual departments' participation in advancing the status of women
- explore innovative ways to ensure women share more equitably in social and economic benefits
- increase Women's Centre funding by 5% a year
- help Aboriginal women become empowered to influence public policy, programs and legislation in ways that will improve the quality of their lives

APPENDIX B: Advisory Council Member Biographies

Leslie MacLeod, President, has over twenty-five years of experience with numerous feminist and equality-seeking organizations. She is an experienced adult educator and community development worker. Leslie is also a past Co-Chair of the Equality Panel of the Court Challenges Program of Canada. Her work is based on a collaborative philosophy of practice rooted in community development and feminist principles. Leslie lives in St. John's.

Phyllis Artiss, Vice-President, is in her third term on the Advisory Council and has been an active member since 2000. She has also has been involved with the St. John's Status of Women Council for many years. A retired Memorial University professor, Phyllis has served on several boards and worked on many projects relating to women's issues and equality, including the Let's Teach About Women project. Her volunteer schedule is so busy it's impossible to believe she's retired. Phyllis lives in St. John's.

Mary Pia Benuen was born and raised in Sheshatshiu, Labrador. Through hard work and many sacrifices, Mary Pia was the first Innu woman to become a nurse. She is a true community leader, involved in health promotion, facilitating workshops, and community research. She sits on a number of community advisory groups. Mary Pia volunteers with the Family Resource Centre and is always willing to go that "extra mile" with families who are experiencing hardships, including providing emotional support when suicide or death occur. Mary Pia and her beautiful daughter live in Sheshatshiu.

Annie Evans is passionate about advancing the status of women in Labrador and reclaiming Aboriginal culture. She has worked closely with the Paukuutit Inuit Women's Association of Canada and is a strong voice for Inuit women's issues. Annie is also a tireless advocate and educator when it comes to promoting health in Labrador. She has been involved with the Indian and Inuit Community Health Representatives Organization (NIICHRO) since the mid-eighties. Annie lives in Makkovik.

Jackie Jenkins is a practicing lawyer in Grand Falls-Windsor. Her legal practice and volunteer work enable her to analyze and address numerous women's equality issues. Jackie's involvements include the South and Central Health Care Foundation and the Canadian Cancer Society. Among other issues, she has a keen interest in women's access to justice, education, and violence against women and children. Jackie is a proud feminist, constantly balancing family life, work and community commitments.

Yamuna Kutty is the President of the Multicultural Women's Organization of Newfoundland and Labrador. She has also served on the St. John's Status of Women Council, the National Action Committee on the Status of Women, and the

National Organization of Immigrant and Visible Minority Women of Canada. Yamuna is involved with numerous projects and initiatives. She brings critical perspectives about lives of immigrant and refugee women to our work, along with a warm and caring heart. She has an extremely busy volunteer schedule. Yamuna and her family live in St. John's.

Carolyn Lavers is an Economic Development Officer with the provincial Department of Innovation Trade and Rural Development in Port au Choix. She is a small business entrepreneur and worked with the former Women's Enterprise Bureau. Carolyn has served on the boards of several local business development boards and other community agencies. She is also deeply concerned about issues related to violence, rural child care solutions, women's employment and women in leadership. She brings great dedication and insight to our work. Carolyn lives in Port au Choix.

Vanessa MacArthur is an Employment Counsellor at the Career Information Resource Centre in the Port aux Basques area. Her position consists of assisting unemployed women develop career plans, build on and enhance existing skills, and find full-time employment. In addition, she currently serves as chair of the Regional Economic Development Board in her region and is past President of the Gateway Status of Women Council. Vanessa understands the issues having worked with the Women's Centre in previous years. She works from a grass roots perspective and is very committed to working on issues of child care and violence prevention. She is a determined and eloquent advocate for women's equality. She is also a talented singer/songwriter with two CD's to her credit. Vanessa lives in Port aux Basques with her son.

Michelle Murdoch is a determined feminist with a disability. She is a past Chair of the Independent Living Resource Centre (ILRC), a cross-disability service organization. Michelle earned her Master's in Women's Studies from Memorial University. As part of her program, she completed a participatory action research project about women with disabilities and employment. Her interests extend across a broad range of social justice issues, including poverty, employment and education. She is keenly analytical and always ready to ask the important questions. Michelle and her family live in St. John's.

Phyllis Seymour received the Governor General's Persons Case Award in 1998. She is a social worker with a long standing history of involvement with social justice and equality issues. Phyllis is a former administrator of Emmanuel House and is well known for mentoring others involved in critical equality-seeking community work. She is extremely concerned about violence against women and children and is a strong child care advocate. She brings great wisdom and passion to the work of the Advisory Council. Phyllis lives in Little Bay Islands.

Hilda Whelan was recently involved in fighting for women's rights in a case involving surviving spouses and the Worker's Health and Safety Compensation Commission. Hilda solely represented and fought for all widows involved in the case for fifteen years, winning an important victory for women's equality. She is a strong advocate, concerned about a wide variety of issues affecting women, including violence and access to child care. Hilda brings the realities of rural women to the work of the Advisory Council. She is determined to continue to make a difference. Hilda and her family live in Whitbourne.

Equity, Equality and
Inclusion for Women

15 Hallett Crescent, Suite 103
St. John's, NL A1B 4C4
Phone: 709-753-7270
Toll-free:..... 877-753-7270
Fax: 709-753-2606
email: .....*info@pacsw.ca*
web:..... *www.pacsw.ca*

Equity, Equality and Inclusion for Women